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NOTES FOR MEETING ON CT PROBLEMS - 10 January 1969

1. Proposal in memo dtd 6 Dec 68 frm DD/P to DD/S (DD/S 68-6020) and in memo dtd 29 Nov 68 frm DDP/OP to DD/P:

a) CS has agreed to accept 40 CT's in FY 1970 and another 40 in FY 1971;

b) the proposed ratio of 75% external CT's to 25% internal poses problems as there are seven internal CT's in the November 1968 CT class; if ratio is maintained there could be only three more internals in the March and July 1969 classes (FY 1970);

c) the CS has 20 to 25 qualified internal candidates for the March and July 1969 classes;

d) the DD/P has proposed:

(1) A more flexible ratio of internals or externals, or

(2) the use of CS Development Complement slots rather than CTP/SJ slots for the internal CT's above the 25% (10).

2. Proposal in memo dtd 7 Dec 68 frm C/CSPS to DD/P:

a) Seventeen GS-10 Career Trainees, attached to CS but still members of SJ Career Service, be processed in March 1969 for promotion to GS-11 along with the other GS-10 CS officers. (These CT's EOD'd as GS-09 in June 1967 and received their first promotion to GS-10 in January 1968; per the CT promotion policy they should have received their second promotion in ten months);

b) Nineteen GS-09 Career Trainees, attached to CS, be processed for promotion to GS-10 in January 1969 along with the other GS-09 CS officers. (These CT's EOD'd in 1967 and received their first promotion in January 1968; per the CT promotion policy they should have received their second promotion in ten months);

c) In future promotions consideration for CT's, it is recommended that their promotions be timed so that their date of rank corresponds to that of CS officers who are selected competitively for promotion and who have completed the same minimum time in grade. Promotions to GS-10 will be processed in January and July. Promotions to GS-11 will be processed in March and September.

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DBP

10 January 1969

Subject: Today's meeting re CT Program



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1. Would suggest that Mr. Bannerman get together with Staff (Messrs. )  prior to the meeting -- they have some good ideas.
2. It would probably be a very wise idea to redefine on perhaps an inter-Directorate basis the objectives of the Program for today's organization.

Regulation as now written as compared with the IG's report.

Regulation states: Agency obtains a portion of our professional officers thru this Program.

IG's report - and a number of senior people - states: This is the only means by which we will get the future Director, Deputy Directors, etc.

Redefine so that we are sure that all senior officers know the definition of the Program -- what it is -- and so that those in the Program know what is expected of them.

3. Wonder whether or not the Program as it is presently organized is set up properly for today's organization. (To have the Director of the Program be subordinate as far down the line and yet still be authorized to deal with Deputy Directors and Office Heads.)

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1-9-69

CT PROGRAM

It seems to me that the current issues regarding the CT Program are as follows:

a. What are the exact figures that the Clandestine Services are talking about--a total of 40, or 40+?

b. In view of Mr. Karamessines's paper of last June/July on CT standards, is he now willing to stick to the current standards, or does he contemplate lowering the standards or granting waivers?

c. What is the objective of the CT Program?

(1). A means of bringing in high-quality junior officers from outside the Agency?

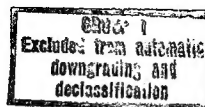
(2). A "class" name to be given to a formal training course for junior officers into which may be enrolled new applicants recently recruited and Agency personnel who have already been on-board for a couple of years in contract or staff status?

(3). A restricted program for external recruits who may make up the "stars" of the future?

d. If the Program is designed as a special program for new, recently recruited, high-quality junior officers, is it necessary to enroll internal junior professionals in this Course? Could not their training be arranged through other existing courses of the Office of Training? This procedure would eliminate the problem of qualifications (A&E assessments, restricted quotas, etc).

e. Are promotion policies for Career Trainees to be on an Agency-wide, agreed formula, or is each Deputy Director to set his own promotion criteria?

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MEMORANDUM FOR: Mr. Bannerman

SUBJECT : Career Trainee Program

1. Recently there have been management/policy problems surfaced by the CTP which raise a question in our minds whether the CTP should be organizationally realigned.

2. The Support CT attrition problem and particularly the two CS CT problems of promotion and internal/external mix illustrate the difficulty of the CTP negotiating an Agency program at Directorate level without direct DD/S guidance or authority.

3. Even in routine management of its programs the CTP has to directly interact at the office level with the Office of Personnel, Medical Services and Security.

4. What we have is a staff unit of OTR responsible for an Agency program and dealing in policy considerations at ~~the~~ DD/S Office and other Directorate levels.

5. The DD/S is responsible for the management of the Agency Career Trainee Program. We think the unit responsible for program implementation should be at the Office of the DD/S level organizationally. We believe then the CTP could speak with appropriate authority and that policy guidance would be more effectively established and communicated.

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30 December 1968

MEMORANDUM FOR: Mr. Coffey

SUBJECT : DDP Application of the CT Promotion Policy

1. I had a telephone call from [ ] at 1000 hours indicating that he has what appears to be an incipient revolt of Career Trainees who are assigned to the Clandestine Services. This unrest stems from what appears to be a unilateral decision on the part of the Clandestine Services that they will not go along with, or continue to apply, the heretofore agreed upon promotion policy for Career Trainees. The group's concern over this "change in the rules" which can - or could - retard promotion progress of CT's are three:

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a) those CT's already in place in the Clandestine Services and whose promotion eligibility dates have passed without the advancement being granted;

b) CT's who are currently in training at the [ ] and who evidently are getting some feedback from their "pass over" colleagues already assigned to the Clandestine Services; and,

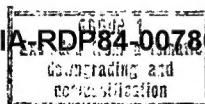
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c) CT's who are being interviewed for employment but who cannot be given any firm advice as to exactly what their prospects for assignment after employment will be.

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2. [ ] indicated that immediate action on this problem appears necessary if we are to meet this "threat of revolt." He specifically asked if the DDS could provide any immediate advice on the status of a paper submitted by the Director of Training to the

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Executive Director-Comptroller (through DD/S) in early December.



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NOTE: [redacted] advised that the OTR memo noted above was forwarded by the DD/S to the Director of Personnel for comments. These have not been received as yet but [redacted] will follow up to expedite Dir/Pers's reply.



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